

Research Supplement and Data Book



Nevada Taskforce on Integrated Employment

March 2015

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RESPECTABILITY


Nevada and Jobs for PwDs

Presentation provided by Jennifer Laszlo Mizrahi, President

www.RespectAbilityUSA.org

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Nevada



Gov. Brian Sandoval
(R)

- ❖ 73.1% of persons without disabilities aged 18 to 64 are employed.
- ❖ 39.2% of PwDs aged 18 to 64 are employed.³
- ❖ 357,035 persons in NV have a disability.³
- ❖ 8,200 persons aged 16 to 20 have a disability.¹
- ❖ 171,600 persons aged 21 to 64 have a disability.¹
- ❖ Voc. Rehab. received 3,169 applicants in NV in 2012.³
- ❖ Voc. Rehab. obtained 852 jobs for PwDs in NV in 2012.³
- ❖ In 2012, NV's total expenditure on SSDI benefits was \$927,480,000.³

1. 2012 Disability Status Report: New York, disabilitystatistics.org

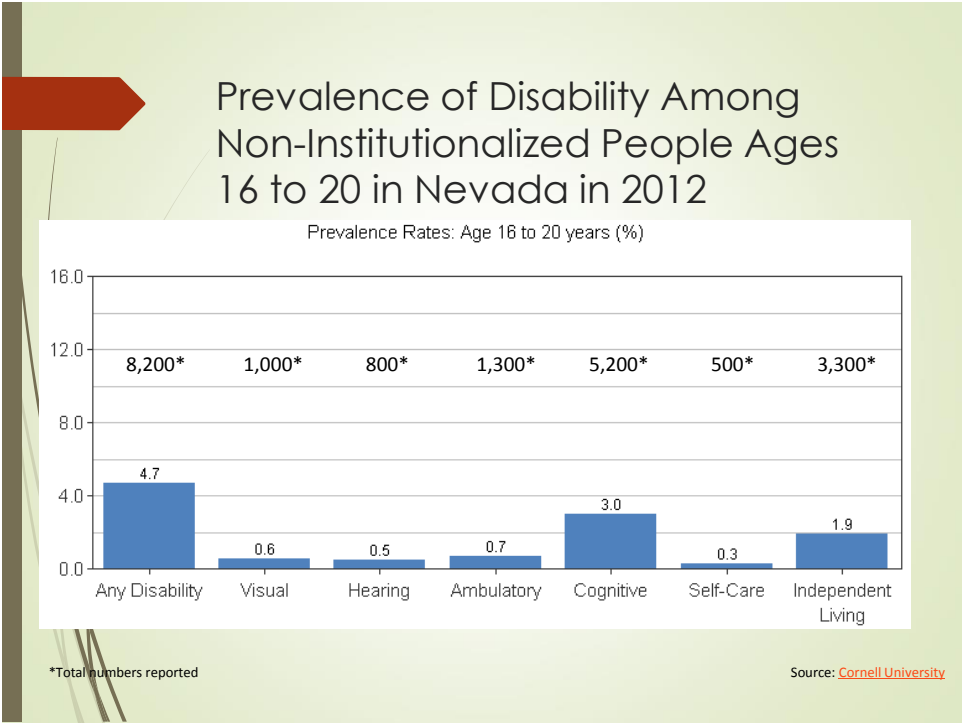
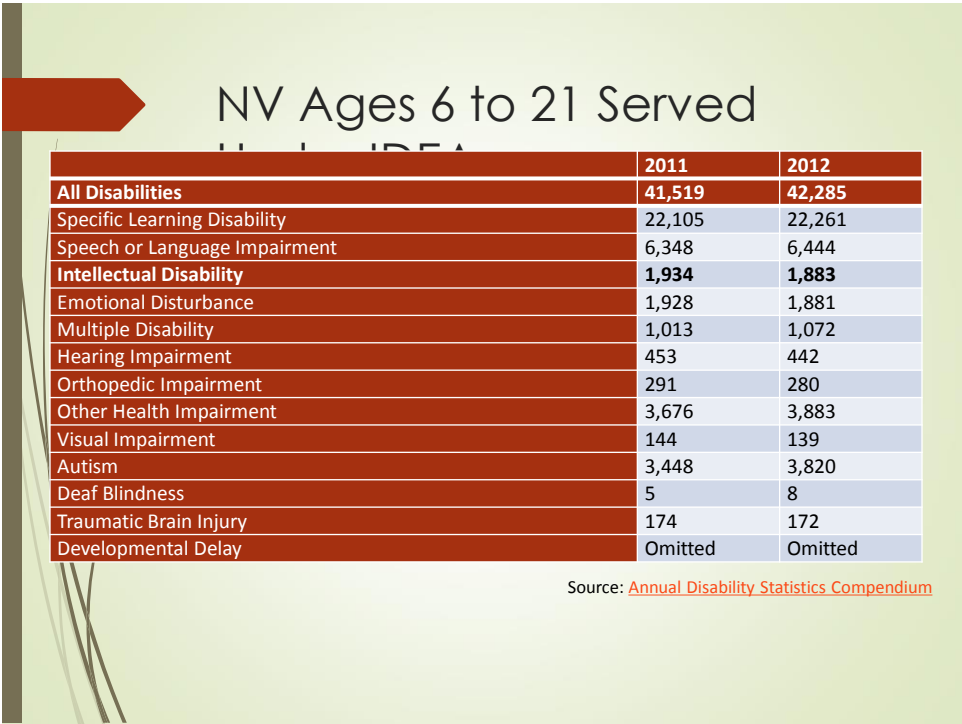
2. StateData: The National Report on Employment Services and Outcomes, 2013

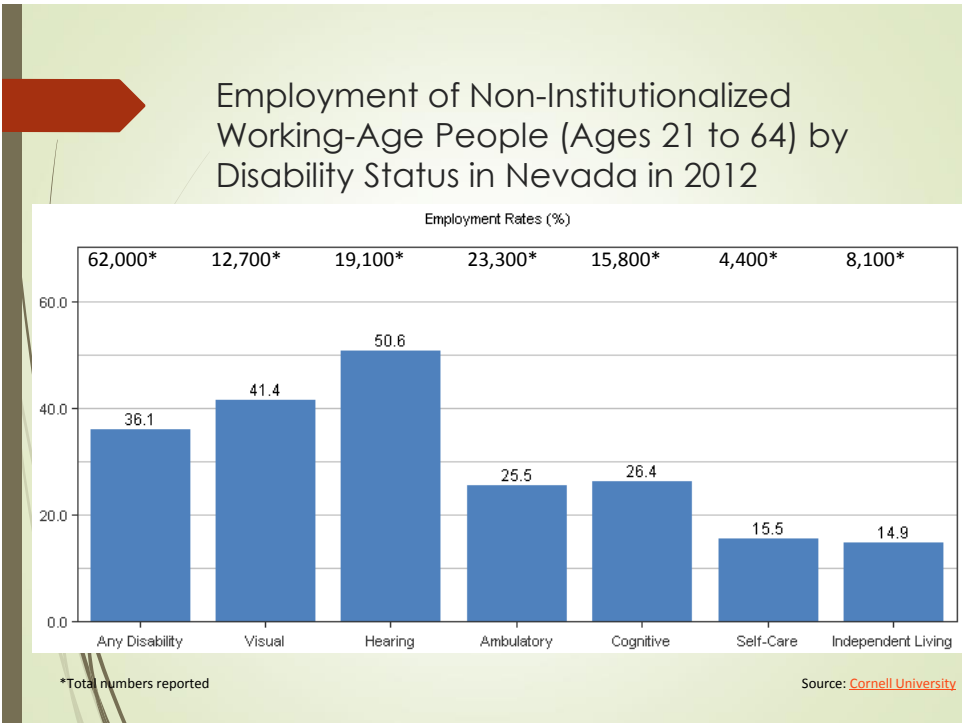
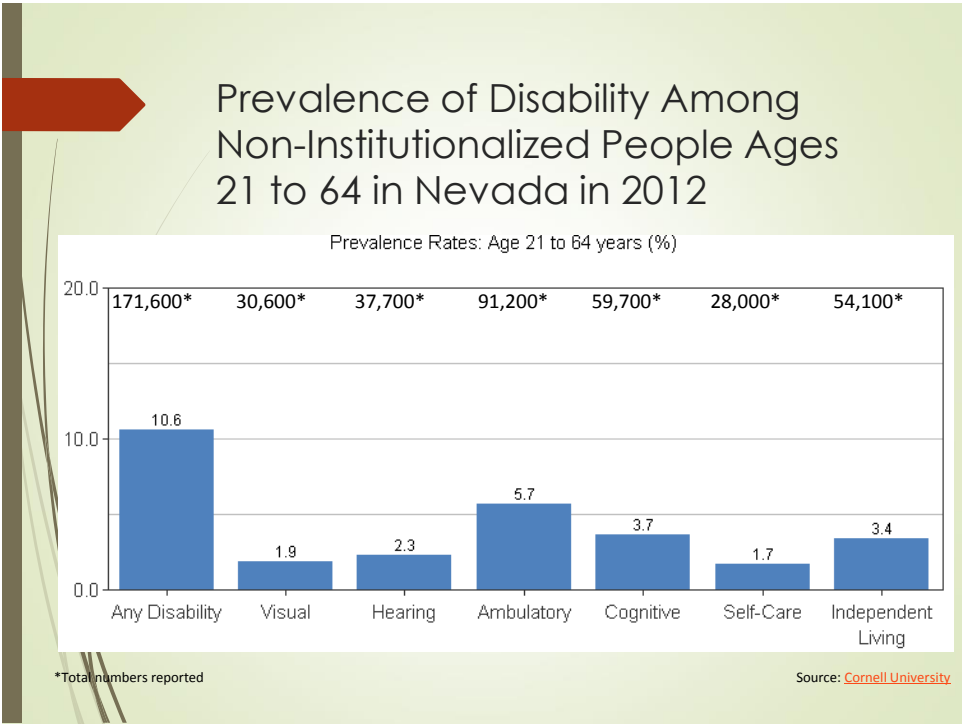
3. [Annual Disability Statistics Compendium](#)

Nevada Data

		People with Disabilities (%)		People without Disabilities (%)	
		2012	2013	2012	2013
Poverty ¹	US	29.2	28.7	13.6	13.6
	NV	25.7	23.8	14.2	13.6
Smoking ¹	US	26.0	25.4	16.9	16.2
	NV	27.4	30.9	15.9	16.3
Obesity ¹	US	39.1	40.1	24.5	25.0
	NV	37.7	33.2	23.0	24.7
Employment ¹	US	32.7	33.9	73.6	74.2
	NV	35.5	39.2	72.2	73.1

1. [Annual Disability Statistics Compendium](#), Pg 53, 54, 72, 73, 29





Nevada Project SEARCH Sites

- University Medical Center, Las Vegas

Project SEARCH: www.projectsearch.us

Contact Erin Riehle at Erin.Riehle@cchmc.org

Which Employers in Nevada Must Meet 503 Rules (Hire PwDs)?

- Top contractors:
 - Sierra Nevada Corp.
 - National Security Technologies LLC
 - Battlespace Flight Services LLC
 - G4S Corporate Services LTD
 - Corrections Corporation of America

- Complete list → [fed spending website](http://www.fedspending.org/fpds/fpds.php?replytype=p&detail=-1&fiscal_year=2011&sortby=f&database=fpds&datype=T&stateCode=NV)

http://www.fedspending.org/fpds/fpds.php?replytype=p&detail=-1&fiscal_year=2011&sortby=f&database=fpds&datype=T&stateCode=NV

- Complete federal lists of 2006-2013 → [Federal Procurement Data System website](http://www.fpds.gov/fpdsng/cms/index.php/en/reports/62-top-100-contractors-report3.html)

<http://www.fpds.gov/fpdsng/cms/index.php/en/reports/62-top-100-contractors-report3.html>

- How to get started: Job Accommodation Network → <https://askjan.org/>

US Business Leadership Network → <http://usbln.org/>

Jobs In Nevada

- The biggest industries in the state are leisure and hospitality -which employ 302,000 workers-, trade transportation and utilities -which employ 208,800 workers-, and professional and business services - which provide jobs for 136,900 workers.

http://workforceinvestmentworks.com/workforce_board_info.asp?st=NV

- [Click for Workforce Development board](http://workforceinvestmentworks.com/workforce_board_info.asp?st=NV)

http://workforceinvestmentworks.com/workforce_board_info.asp?st=NV

- [Click for Workforce Development plan](http://deir.state.nv.us/Public_Notices/State_Plan_060112_Draft.pdf)

http://deir.state.nv.us/Public_Notices/State_Plan_060112_Draft.pdf

National Core Indicators is a collaboration between the National Association of State Directors of Developmental Disabilities Services (NASDDDS) and Human Services Research Institute (HSRI) to gather data on performance and outcome measures. The data is tracked over time, can be compared across states, and be used to establish national benchmarks.

National Core Indicators '11-12

Activity	Percent
Unpaid Facility-based Activity	49.9%
Paid Facility-based Work	27.5%
Unpaid Community Activity	21.1%
Paid Community Job	13.4%

National Core Indicators '11-12

DIFFERENCES IN ACTIVITIES BASED ON LIVING ARRANGEMENT (YEAR 2011-12)

Living Arrangement	Paid Community Job	Unpaid Community Job	Paid Facility-based Job	Unpaid Facility-based Job
Institution	2.2%	9.3%	27.2%	54.9%
Community-based Residence	9.9%	20.7%	28.3%	60.4%
Independent Home/Apt	26.1%	17.7%	27.7%	24.3%
Parent/Relative's home	14.7%	23.6%	28.5%	45.6%

Source: (Human Services Research Institute, 2014)

People living in independent homes or apartments had the highest numbers of community-based paid jobs (26.1%), whereas people living in institutions had the lowest rates (2.2%) of community employment.

National Core Indicators '11-12

PEOPLE WHO DO NOT HAVE COMMUNITY JOBS BUT REPORT THAT THEY WOULD LIKE TO HAVE ONE (YEAR 2011-12)

- Almost one half (45.6%) of people interviewed who were reported to not have a paid job in the community indicated that they would like to have one. However, only 13.1% of those without a community job had employment identified as a goal in their individual service plans (ISP). **Furthermore, only 26.0% of people who did not have a job and stated that they would like work had this goal documented in their service plans.**

Source: (Human Services Research Institute, 2014)

National Core Indicators '11-12

➤ COMMUNITY-BASED PAID JOBS: COMPETITIVE, INDIVIDUALLY-SUPPORTED, GROUP SUPPORTED EMPLOYMENT BY STATE (YEAR 2011-12)

- The proportion of people engaged in integrated community employment varied widely by state, from only 0.9% in Alabama to 38.1% in Connecticut (*Note: people who had missing information for whether they had integrated employment are included in the denominator*).
- States' percentages of people with different types of employment also varied. For example, the proportion of people in group-supported jobs varied from almost 0% in a number of states (e.g. Alabama, Kentucky, etc.) to a high of 19.2% in Connecticut. On the other hand, the proportion of people in individual jobs ranged from 15.8% in Maine to 0.9% in Alabama.

Source: (Human Services Research Institute, 2014)

National Core Indicators '11-12

MOST COMMON COMMUNITY JOBS (YEAR 2011-12)

For people working in paid community-based employment, the three most common types of jobs were:

- Building and grounds cleaning or maintenance (28.5%)
- Retail such as sales clerk or stock person (14.1%)
- Food preparation and service (21.2%)

Less common were office jobs such as general office and administrative support (4.4%), assembly and manufacturing jobs (7.6%) and materials handling and mail distribution (2.1%).

National Core Indicators '11-12

JOB ENJOYMENT BASED ON TYPE OF EMPLOYMENT (YEAR 2011-12)

	Likes job	Would like to work somewhere else
In Competitive	92.8%	24.9%
In Individually-supported	91.5%	27.2%
In Group-supported	92.2%	32.0%

Source: (Human Services Research Institute, 2014)

Of those people who had a job in the community, 91.0% stated that they like their jobs. However, 29.1% said that they would like to work somewhere else.



FEDERAL HIRING UNDER THE EXECUTIVE ORDER

- The federal government's Office of Personnel Management (OPM) released Fiscal Year 2013 data on the hiring of people with disabilities in the government's workforce in December 2014.
- The report demonstrated that, "hiring of people with targeted disabilities, including intellectual disability (ID), continues to lag, and the federal government is missing an opportunity to be a model employer of people with disabilities." (ARC, 2014)
- The goal is 7 percent of their workforce with disabilities.



FEDERAL HIRING UNDER THE EXECUTIVE ORDER

- In Fiscal Year 2013, the federal government only hired 1,389 people with targeted disabilities, representing 1.32 percent of new hires overall. (ARC, 2014)
- One factor in the federal hiring picture is the congressionally mandated budget cuts known as sequestration leading to furloughs, hiring freezes, and reduced overtime. These budget cuts have trickled down to impact hiring of all new employees, including people with disabilities.
- Several federal agencies, however, have used their Schedule A hiring authority to make hiring people with disabilities a priority. The Schedule A process is a non-competitive hiring method that provides people with disabilities a path to federal employment. (ARC, 2014)

FEDERAL HIRING UNDER THE EXECUTIVE ORDER

➤

In FY 2012, total non-seasonal, full-time permanent employees with disabilities, including 30 percent or more disabled veterans, increased from 203,694 in FY 2011 to 219,975, representing an increase from 10.97 to 11.89 percent. There are more people with disabilities in Federal service both in real terms and by percentage than at any time in the past 32 years.

Source: (United States Office of Personnel Management, 2012)

➤

In FY 2012, non-seasonal, full-time permanent new hires with disabilities, including 30 percent or more disabled veterans, totaled 16,653, representing an increase from 14.65 percent in FY 2011 to 16.31 percent in FY 2012. In FY 2012, people with disabilities were hired at the highest percentage in 32 years.

Source: (United States Office of Personnel Management, 2012)

Hiring Trends Federal Level

HISTORICAL DATA ON NEW HIRES : NON-SEASONAL FULL TIME PERMANENT EMPLOYEES

Fiscal Year	All New Hires	All Disability Including 30% or More Veterans	%
2000	80,822	5,957	7.37%
2001	94,698	7,465	7.88%
2002	132,968	9,412	7.08%
2003	204,399	13,080	6.40%
2004	88,679	7,343	8.28%
2005	100,408	8,774	8.74%
2006	102,949	9,437	9.17%
2007	112,669	10,819	9.60%
2008	152,257	15,407	10.12%
2009	156,306	16,706	10.69%
2010	151,999	18,926	12.45%
2011	127,487	18,675	14.65%
2012	102,093	16,653	16.31%

Source: (United States Office of Personnel Management, 2012)

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Hiring Trends Federal Level

HISTORICAL DATA ON BOARD: NON-SEASONAL FULL TIME PERMANENT EMPLOYEES

Fiscal Year	All on Board	All Disability Including 30% or More Veterans	%
2000	1,524,883	121,756	7.98%
2001	1,536,627	123,088	8.01%
2002	1,579,254	127,417	8.07%
2003	1,582,636	129,782	8.20%
2004	1,602,773	134,025	8.36%
2005	1,611,400	137,578	8.54%
2006	1,608,157	140,622	8.74%
2007	1,618,159	145,486	8.99%
2008	1,673,249	154,555	9.24%
2009	1,757,105	169,530	9.65%
2010	1,831,719	187,068	10.21%
2011	1,856,580	203,694	10.97%
2012	1,850,311	219,975	11.89%

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Hiring Obstacles Federal Level

U.S. Equal Employment Opportunity Commission, 2008

Report noted the following obstacles were identified:

- Within the federal government, unfounded fears, myths and stereotypes persist regarding the employment of people with disabilities. These beliefs may unlawfully influence some employment decisions;
- Few agencies have developed strategic plans to improve the recruitment, hiring and retention of PWTD;
- The federal application process is daunting to most, but especially to individuals with disabilities;

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Hiring Obstacles Federal Level

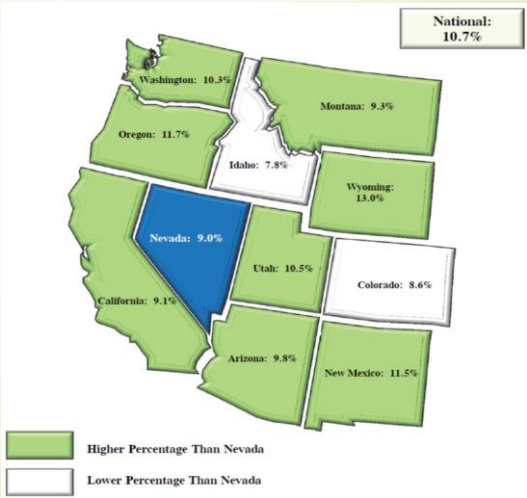
- Agency officials lack knowledge about how to use/implement the Schedule A appointing authority;
- Agency officials lack knowledge about how to appropriately respond to reasonable accommodation requests and how to implement retention strategies for PWTD; and
- There is insufficient accountability among all levels of the federal government in setting and attaining goals to hire people with disabilities. This is the case among the senior leadership of most agencies. This is also true within agencies created to meet the employment needs of PWTD. (U.S. Equal Employment Opportunity Commission, 2008)

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NEVADA SCORECARD COMPARED TO OTHER STATES OR MOUNTAIN WEST STATES

Data Not Available

NEVADA SPECIAL EDUCATION FUNDING COMPARED TO OTHER STATES OR MOUNTAIN WEST STATES



NEVADA SPECIAL EDUCATION FUNDING COMPARED TO OTHER STATES OR MOUNTAIN WEST STATES

Top 5 States providing State Funding Dollars per Student in Special Education

States	State Dollars per Student in Special Education
Hawaii	\$21,336.80
Vermont	\$11,103.59
New York	\$8,059.82
Connecticut	\$7,599.89
Minnesota	\$7,113.55
National Average	\$2,621.38
Nevada	\$2,266.06

Sources: (U.S. Census Bureau, 2014) and (U.S. Department of Education, Institute of Education Sciences, National Center for Education Statistics, 2013)

There were 16 states, including the District of Columbia, which did not provide state funding for students enrolled in special education (students served under IDEA). Nevada ranked 21 in spending per student in special education, out of the 50 states.

NEVADA HIRING

EMPLOYMENT PARTICIPATION FOR WORKING-AGE PEOPLE (AGES 16-64)

	2006	2007	2008	2009	2010	2011	2012
Number of people with a cognitive disability	49,487	57,833	50,741	47,998	58,298	61,655	64,94
Number of people with a cognitive disability who are employed	16,808	15,915	15,689	13,342	14,312	15,711	16,34
Percentage of people with a cognitive disability who are employed	34.0%	27.5%	30.9%	27.8%	24.5%	25.5%	25.2%

Source: (Butterworth, et al., 2014)

The percentage of people with a cognitive disability who were employed declined since 2006 and increased slightly between 2010 and 2012. There were about 25% of people with cognitive disability who were employed in 2010, 2011, and 2012.

NEVADA PROGRAMS

EMPLOYMENT AND WORK INCENTIVE PROGRAM PARTICIPATION FOR SUPPLEMENTAL SECURITY INCOME (SSI) BENEFICIARIES

	2000	2002	2004	2006	2008	2010	2012
SSI recipients with disabilities who received Plans for Achieving Self-Support (PASS) benefits	8	8	4	-	3	-	
SSI recipients with disabilities who received Impairment Related Work Expenses (IRWE) benefits	25	25	25	19	13	10	1
SSI recipients with disabilities who received Blind Work Expenses (BWE) benefits	23	19	13	13	15	15	1

Source: (Butterworth, et al., 2014)

SSI recipients with disabilities and who received benefits from PASS, IRWE, BWE had decreased since the year 2000. The number of those who received benefits in 2012, decreased by at least 50% compared to the year 2000.

NEVADA PROGRAMS

INTELLECTUAL AND DEVELOPMENTAL DISABILITY (IDD) AGENCY OUTCOMES BY EMPLOYMENT SETTINGS

	2004	2007	2008	2009	2010	2011	2012
Total number of people served	1,614	1,919	1,998	2,087	2,060	2,253	2,175
Number of people served in integrated employment	255	381	407	448	403	511	457
Percentage of people served in integrated employment	16%	20%	20%	21%	20%	23%	21%
People served in integrated employment per 100K state population	10.9	14.9	15.7	17.0	15.0	18.8	16.6
Number of people served in facility-based work	481	387	954	1,127	1,133	965	918
Number of people served in facility-based non-work	878	1,100	612	492	500	747	754
Number of people served in community-based non-work	-	51	25	20	24	30	28
Number of people served in facility-based and non-work settings	1,359	1,538	1,591	1,639	1,657	1,712	1,672
Number on waiting list for day and employment services	39	134	118	113	378	281	497

Source: (Butterworth, et al., 2014)

As the population grew, the percentage of those served in integrated employment stayed between the range of 20% to 23%. The number of people on wait list for day and employment services increased from 281 in 2011, to 497 in 2012.

NEVADA PROGRAMS

IDD AGENCY DAY AND EMPLOYMENT SPENDING BY EMPLOYMENT SETTING (IN THOUSANDS OF DOLLARS)

	2004	2007	2008	2009	2010	2011	2012
Total funding for all IDD agency services	794	20,088	20,949	21,857	22,250	23,502	24,88
Integrated employment funding	0	2,383	2,658	3,279	4,293	3,923	3,70
Facility-based work funding	0	3,734	8,818	10,351	7,966	8,311	8,74
Facility-based non-work funding	0	13,311	9,276	8,228	9,648	10,919	12,19
Community-based non-work funding	0	659	197	0	343	349	23

Source: (Butterworth, et al., 2014)

Funding for integrated employment declined to \$3.7 million since 2010, when it was the highest at \$4.3 million. Total funding for all IDD agency services steadily increased to \$25 million in 2012.

NEVADA PROGRAMS

IDD AGENCY DAY AND EMPLOYMENT FUNDING BY SOURCE (IN THOUSANDS OF DOLLARS)

	2004	2007	2008	2009	2010	2011	2012
Total funding for all IDD agency services	794	20,088	20,949	21,857	22,250	23,502	24,88
Funding from state, local, and county resources	0	14,762	12,208	12,145	11,057	12,573	14,13
Title XX Social Services Block Grant Funding	0	0	946	1,056	946	946	94
Title XIX Medicaid ICF MR funding	0	0	0	0	0	0	
Title XIX Medicaid Waiver funding	0	5,325	7,794	8,656	10,247	9,983	9,80

Source: (Butterworth, et al., 2014)

STATE VOCATIONAL REHABILITATION (VR) PERFORMANCE: FISCAL YEAR 2013

PERFORMANCE OF COMBINED VR AGENCIES (FY 2013)

Nevada	
Number of Eligible Individuals	3,727
Number of Eligible Individuals per Million of State Population	1,336
Number of Plans	3,467
Number of Cases Closed with Employment	749
Rehabilitation Rate	49.1%
Percent Transition Age	26.9%
Percent Working 35 or More Hours per Week	51.2%
Mean Hourly Wage	\$11.72
Percent Closed in Supported Employment	5.9%
Mean Cost per Rehabilitation	\$4,100.50

Source: (Office of Special Education and Rehabilitative Services, 2013)

NEVADA SPECIAL EDUCATION TRENDS

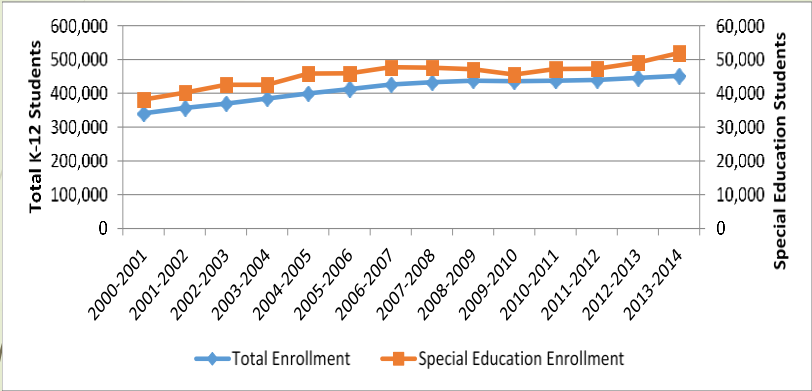
SPECIAL EDUCATION ENROLLMENT

School Year	Total Enrollment	Total Enrollment Percent Increase	Special Education Enrollment	Special Education Percent Increase
2000-2001	340,706	4.64%	38,165	6.47%
2001-2002	356,814	4.73%	40,196	5.32%
2002-2003	369,498	3.55%	42,532	5.81%
2003-2004	384,230	3.99%	42,543	0.03%
2004-2005	399,425	3.95%	45,831	7.73%
2005-2006	412,165	3.19%	45,934	0.22%
2006-2007	425,731	3.29%	47,744	3.94%
2007-2008	432,850	1.67%	47,556	-0.39%
2008-2009	436,814	0.92%	47,132	-0.89%
2009-2010	436,037	-0.18%	45,528	-3.40%
2010-2011	437,057	0.23%	47,195	3.66%
2011-2012	439,277	0.51%	47,261	0.14%
2012-2013	445,381	1.39%	49,102	3.90%
2013-2014	451,730	1.43%	51,946	5.79%

Source: (Nevada Legislative Counsel Bureau, 2015)

NEVADA SPECIAL EDUCATION TRENDS

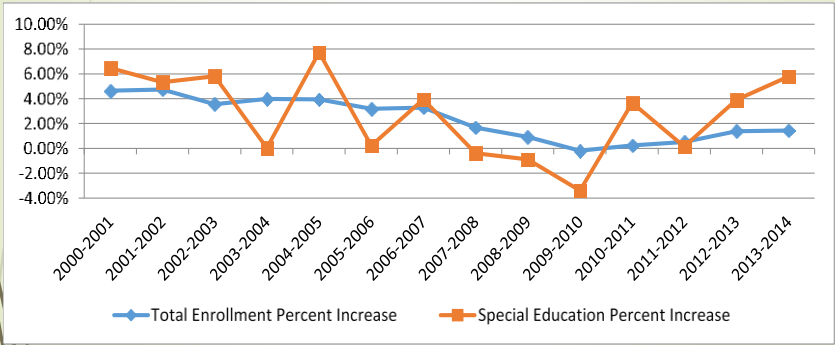
Nevada Public Schools: Total K-12 Enrollment vs. Special Education Enrollment, SY 2001-2014



Source: (Nevada Legislative Counsel Bureau, 2015)

NEVADA SPECIAL EDUCATION TRENDS

Nevada Public Schools: Percentage Increase in Total Enrollment vs. Special Education Enrollment, SY 2001-2014



Source: (Nevada Legislative Counsel Bureau, 2015)

NEVADA SPECIAL EDUCATION FUNDING

UNIT FUNDING

The definition of a unit was revised in 2014. Nevada Revised Statutes §387.1221 defined a unit as “a school district, a charter school or a university school for profoundly gifted pupils may, after receiving the approval of the Superintendent of Public Instruction, contract with any person, state agency or legal entity to provide a special education program unit for pupils of the district as pursuant to NRS 388.440 to 388.520, inclusive.”

Funding allocation for special education is based on the approved number of units and funding per unit by the legislature.

NEVADA SPECIAL EDUCATION FUNDING

Fiscal Year	Special Education Units approved by the legislature	Funding per unit approved by the legislature
2014 – 2015	3,049	\$42,745
2013 – 2014	3,049	\$41,608
2012 – 2013	3,049	\$39,768
2011 – 2012	3,049	\$39,768
2010 – 2011	3,049	\$39,768
2009 – 2010	3,049	\$39,768
2008 – 2009	3,128	\$38,763
2007 – 2008	3,046	\$36,541
2006 – 2007	2,953	\$35,122
2005 – 2006	2,835	\$34,433
2004 – 2005	2,708	\$32,447
2003 – 2004	2,615	\$41,811
2002 – 2003	2,514	\$30,576
2001 – 2002	2,402	\$29,977
2000 – 2001	2,294	\$29,389

NEVADA SPECIAL EDUCATION FUNDING

SPECIAL EDUCATION FUNDING: STATE AND LOCAL RESOURCES

Fiscal Year	State Resources	Local Resources
2012 – 2013	\$121,252,632	\$333,995,229
2011 – 2012	\$121,252,632	\$333,995,229
2010 – 2011	\$121,252,632	\$321,862,256
2009 – 2010	\$121,252,632	\$339,197,530
2008 – 2009	\$121,250,664	\$324,372,632
2007 – 2008	\$111,303,866	\$296,926,735
2006 – 2007	\$103,715,266	\$266,124,337
2005 – 2006	\$97,617,555	\$234,142,483
2004 – 2005	\$87,866,476	\$214,087,930
2003 – 2004	\$83,185,765	\$193,915,875
2002 – 2003	\$76,868,064	\$175,025,638
2001 – 2002	\$72,004,754	\$163,313,519
2000 – 2001	\$67,330,199	\$151,949,548

(Nevada Legislative Counsel Bureau, 2015)

TRANSITION SUPPORT IN SCHOOLS BY REGION

CURRENT STUDENT EMPLOYMENT PREPARATION BY MAJOR REGION

Resource	Washoe	Clark	Rural
How many students with IDD are receiving hands on job training?	196	unknown	9
How many experience focused programs are there in each district (transition programs)?	13	30	0
How many transition specialists does each district employ?	1	10 (there are 11 positions, one is vacant)	1
How many students with IDD were placed in jobs paying minimum wage or higher in each district?	*10 to date	unknown	7

*This is an accurate account by Nevada Administrative Code (NAC) Eligibility Primary Disability ID

Washoe County has 196 IDD students receiving hands on job training, 13 transition programs, one transition specialist, and ten students with IDD who were played into a paying job. Clark County has 30 transition programs in the district and 11 transition specialist positions; however, one of those positions is currently vacant.

TRANSITION SUPPORT IN SCHOOLS BY RURAL COUNTY

STUDENT EMPLOYMENT PREPARATION BY RURAL COUNTIES

Resource	Nye	Churchill	Lander	Pershing
How many students with IDD are receiving hands on job training?	0	8 High School Students	1	0
How many experience focused programs are there in each district (transition programs)?	0	No IDD students go through any specified focused programs	0	0
How many transition specialists does each district employ?	0	1	0	0
How many students with IDD were placed in jobs paying minimum wage or higher in each district?	0	6	1	0

Rural counties serve only a few, if any, individuals with IDD, but work to make improvements in their transition service delivery model.

TRANSITION SUPPORT IN SCHOOLS BY VOC. REHAB

BUREAU OF VOCATIONAL REHAB: PAID TRANSITION STUDENTS SINCE FY 2012

Numbers represent paid transition students with autism, cerebral palsy, and/or mental retardation and have received hands on job training.

Disability Type	Northern District	Southern District	Rural District
Total served	11	17	8
Autism	5	10	6
Cerebral Palsy	0	1	1
Mental Retardation	6	6	1

NEVADA SURVEY BY AGE

Nevada consumers of IDD services completed a survey and rated the existing services. The bottom three services indicated by each age group are in the table below.

Bottom 3 Existing Services and Supports By Age (Higher is better)	Age 5-17	Age 18-24	Age 25-44	Age 45-64	Age 65 and over	Total
A. Are visibly included in traditional schools	4.00 (n=4)	3.34 (n=29)	3.26 (n=92)	3.45 (n=73)	3.67 (n=6)	3.37 (n=206)
B. Are encouraged to dream about their future while in school	3.75 (n=4)	3.64 (n=36)	3.19 (n=94)	3.06 (n=72)	3.75 (n=8)	3.26 (n=217)
C. Are encouraged to plan for their future while in school	4.00 (n=4)	3.47 (n=34)	3.19 (n=101)	3.24 (n=70)	4.57 (n=7)	3.32 (n=219)
D. (And their families or support system) are helped to plan for college	3.67 (n=3)	2.75 (n=32)	2.72 (n=88)	2.79 (n=62)	4.17 (n=6)	2.82 (n=194)
E. (And their families or support system) are helped to transition to college	3.67 (n=3)	2.59 (n=32)	2.72 (n=88)	2.76 (n=63)	4.17 (n=6)	2.78 (n=188)
F. Have supports available to help get a job	3.33 (n=3)	3.53 (n=43)	3.37 (n=127)	3.64 (n=87)	3.88 (n=8)	3.51 (n=272)
H. Have the level of quality in the supports they receive to get and maintain a job	4.00 (n=3)	3.13 (n=40)	3.47 (n=123)	3.44 (n=88)	3.88 (n=8)	3.42 (n=266)
L. Have on the job training resources available to them	3.33 (n=3)	3.48 (n=40)	3.47 (n=127)	3.59 (n=91)	4.13 (n=8)	3.55 (n=277)
M. Have easy access to transportation to get to and from a job	3.33 (n=3)	3.51 (n=47)	3.31 (n=137)	3.51 (n=89)	4.11 (n=9)	3.47 (n=293)
N. Are offered quality job training resources	3.33 (n=3)	3.28 (n=39)	3.22 (n=124)	3.38 (n=89)	3.88 (n=8)	3.32 (n=269)